

THE OXFORD TRANSFORMATIONAL LEADERSHIP



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TRAINING CENTER



Introduction

The Oxford Transformational Leadership Training Course develops leaders who raise performance by changing how people see themselves and their work. Participants examine vision, motivation, intellectual challenge, and individual attention as practical leadership behaviours rather than abstract ideas. The programme connects transformation theory with organizational change and real leadership dilemmas. As a result, learners gain a method for lifting motivation and capability together. Furthermore, the course strengthens influence, ethical judgement, and the resilience required to lead change that challenges established habits.

The Oxford Transformational Leadership Course Objectives

- Distinguish transformational, transactional, and laissez-faire leadership.
- Apply the four transformational behaviours: idealised influence, inspirational motivation, intellectual stimulation, and individualised consideration.
- Build a vision and communicate it with clarity and meaning.
- Apply situational leadership (Hersey-Blanchard) and adapt style to readiness.
- Build trust and influence using the Trust Equation and power-interest grids.
- Foster innovation and challenge assumptions with intellectual stimulation practices.
- Coach and develop individuals using the GROW model and SBI feedback.
- Shape culture and psychological safety (Edmondson) across a team.
- Lead organizational change with Kotter's eight steps and the ADKAR model.
- Build personal resilience, ethical judgement, and leadership presence.

Course Methodology

- Interactive sessions built on transformational leadership cases.

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- Workshops on vision building, motivation, and culture shaping.
- Group exercises on innovation challenge and individual development.
- Hands-on practice with the Trust Equation, GROW, SBI, and change planning.
- Simulation of a contested change and a team facing low morale.
- Facilitator coaching and peer review on personal leadership plans.

Who Should Take This Course

- Managers, directors, and heads of function.
- Leaders responsible for culture and engagement.
- Transformation and change programme leaders.
- Business unit leaders driving behaviour change.
- High-potential leaders preparing for broader responsibility.
- Consultants advising on leadership and culture development.

The Oxford Transformational Leadership Course Outlines

Day 1: Transformational Leadership Foundations

- Transformational, transactional, and laissez-faire leadership compared.
- Why transformation depends on values and purpose, not incentives alone.
- Idealised influence: modelling standards people want to follow.
- Personal values, credibility, and consistency.
- The Johari Window and widening self-awareness.
- Emotional intelligence (Goleman) and managing personal triggers.
- Case discussion: a leader who inspired without substance.





Day 2: Vision, Meaning, and Inspirational Motivation

- Building a vision people can repeat and believe.
- Inspirational motivation and connecting work to purpose.
- Storytelling, framing, and message discipline.
- Communicating through uncertainty and bad news.
- Stakeholder mapping with power-interest grids.
- Building trust with the Trust Equation.
- Exercise: crafting and delivering a transformation vision.

Day 3: Intellectual Stimulation and Innovation

- Challenging assumptions and inviting dissent.
- Questioning techniques that open thinking.
- Creating space for experimentation and controlled risk.
- Countering groupthink and cognitive bias.
- Psychological safety (Edmondson) and speaking up.
- Problem framing with root cause analysis.
- Workshop: running an innovation challenge session.

Day 4: Individualised Consideration and Talent Growth

- Treating people as individuals with distinct needs.
- Coaching with the GROW model.
- Feedback and development with the SBI (Situation-Behaviour-Impact) model.
- Delegation and empowerment with clear decision rights.
- Recognition, motivation, and engagement.

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- Succession, sponsorship, and capability building.
- Exercise: designing a development plan for a team member.

Day 5: Transformational Change and Personal Practice

- Leading change with Kotter's eight steps and the ADKAR model.
- Mobilising people through contested change.
- Sustaining motivation and avoiding transformation fatigue.
- Ethics, integrity, and consistency under pressure.
- Personal resilience and sustainable leadership pace.
- Personal leadership development planning.
- Capstone: presenting a transformational leadership plan.

Conclusion

By successfully completing The Oxford Transformational Leadership, participants will gain a practical command of visionary leadership, motivational communication, intellectual challenge, and individual development. They will acquire skills in trust building, culture shaping, coaching, and change leadership grounded in personal values. Gentex Training Center designs the programme to help leaders lift both motivation and capability in their teams.

FAQs





Q1 What is the "The Oxford Transformational Leadership" course about?

It develops leaders who raise performance by changing how people see themselves and their work. The course spans transformational leadership foundations, vision and inspirational motivation, intellectual stimulation and innovation, individualised consideration and talent growth, and transformational change.

Q2 What are the key benefits of the "The Oxford Transformational Leadership" course?

You gain a method for lifting motivation and capability together. The course improves visionary communication, strengthens trust and influence, builds a culture where people speak up, and helps you lead change that people commit to rather than merely comply with.

Q3 What skills will I gain from the "The Oxford Transformational Leadership" course?

You will develop four core skills: transformational vision and inspirational communication, trust and influence building, intellectual stimulation and innovation leadership, and individualised development with change leadership.



Q4 What tools, methods, or standards are covered in the "The Oxford Transformational Leadership" course?

The course covers the four transformational leadership behaviours (idealised influence, inspirational motivation, intellectual stimulation, and individualised consideration), the transactional and laissez-faire comparison, the Johari Window, Goleman's emotional intelligence framework, the Trust Equation, power-interest grids, storytelling and framing techniques, psychological safety (Edmondson), root cause analysis, the GROW coaching model, the SBI (Situation-Behaviour-Impact) feedback model, Kotter's eight steps, and the ADKAR model.

Q5 How is the "The Oxford Transformational Leadership" course applied in real-world practice?

Participants apply it to real work such as building and communicating a transformation vision, rebuilding morale in a demotivated team, running an innovation challenge on a stuck problem, and leading a change that shifts how people work together. The same methods support succession planning and culture reviews.